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REPORT OF A SAMPLE SURVEY OF SALARIES OF NEW FACULTY, 1967-68.

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THIS REPORT PRESENTS SALARY DATA BY SELECTED ACADEMIC FIELDS FOR FACULTY SERVING A FIRST TERM OF APPOINTMENT IN 1967-68 AT ONE OF A RANDOM SAMPLE OF 224 COLLEGES AND UNIVERSITIES. THE PURPOSE OF THE REPORT IS TO ENABLE ACADEMIC ADMINISTRATORS AND DEPARTMENT CHAIRMEN TO COMPARE THE RANGES AND MEDIANS OF SALARIES OFFERED AND ACCEPTED BY NEW PROFESSORIAL APPOINTEES IN VARIOUS DEPARTMENTS OF INSTRUCTION. DATA FOR THE STUDY WAS OBTAINED FROM QUESTIONNAIRES RECEIVED FROM THESE 224 COLLEGES AND UNIVERSITIES. EACH INSTITUTION WAS ASKED ONLY FOR THE HIGHEST AND LOWEST SALARIES AND THE APPOINTMENT TERMS OF NEW APPOINTEES. FROM THIS DATA, RANGES AND MEDIANS WERE COMPUTED. THE DATA INDICATE WIDE VARIATIONS IN BEGINNING SALARIES BOTH WITHIN EACH RANK AND AMONG FIELDS. (HW)

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REPORT OF A SAMPLE SURVEY OF SALARIES OF NEW FACULTY, 1967-68

By John Caffrey
Director, Commission on Administrative Affairs

January 24, 1968

ABSTRACT

This report presents salary data, by selected academic fields, for faculty whose first term of appointment at one of a random sample of 224 colleges and universities is 1967-68. The purpose of this report is to enable academic administrators and department chairmen to compare the ranges and medians of salaries offered and accepted by new professorial appointees in various departments of instruction. The data indicate wide variations in beginning salaries both within each rank and among academic fields.

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EA 001 223

REPORT OF A SAMPLE SURVEY OF SALARIES OF NEW FACULTY, 1967-68

Purpose. This survey differs in two respects from those conducted by the American Association of University Professors. First, it is concerned solely with newly appointed faculty--i.e., those whose first term of appointment at the responding institution is the academic year 1967-68. Second, it examines salaries by selected major academic field.

The primary purpose of the survey is to provide those responsible for evaluating salaries and salary offers for new faculty with a rough normative base for comparison. The folklore of the academic marketplace maintains that salaries for new faculty members are sometimes out of line with those of established faculty with comparable qualifications. There is also the impression that salary offers at the same rank are higher in certain fields than in others, partly because of shortages and partly because of uncertainties about future needs.

Though salary is not the only consideration in an institution's making or a candidate's accepting an offer, it might be helpful to both parties to know whether a given salary is "within the ballpark" in the current market. Whether or not the present survey is useful in this context remains to be seen.

Method. Questionnaires (see Appendix 1) were sent to all institutions in the stratified sample list* used by the Office of Research of the American Council on Education in its initial design for a survey of the characteristics of incoming freshmen. Design of this form reflects some arbitrary decisions: Only the three regular professorial ranks were included. The list of academic fields had to be kept short enough to be manageable; the final list was the product of compromises between several such lists. In each major field the category "Other" was provided for new courses, and "Other" was also provided as a catch-all for major academic fields of recent origin or uncertain classification. Medicine and industrial arts were arbitrarily excluded.

Rather than ask for the salary of every new appointee, we requested only the highest and lowest (if there were two or more appointments). Rather than ask respondents to equate for different academic terms (9, 10, 11, or 12 months), the term was requested and equating was done mechanically.

The questionnaires were sent to the principal business or financial officer of each institution, with a covering letter from the Treasurer of the American Council on Education explaining the purpose of the study and requesting cooperation. Stamped and self-addressed envelopes, with a printed legend CONFIDENTIAL, were provided. Of the more than 200 institutions which responded by the end of December, 1967, three distinguished ones specifically declined to participate in the study, apparently because of concern about privacy. (Those

*Alexander W. Astin and Robert J. Panos, "A National Research Data Bank for Higher Education," EDUCATIONAL RECORD, Winter 1966, pp 5-17.

who did not respond at all may be regarded as also having in effect declined.) Of 235 institutions returning the questionnaire, eleven indicated that they had made no new appointments whatever for 1967-68. By January 1, 1968, 224 replies had been received which were usable in the sense that they reported at least one new appointment.

Analysis. When the term of appointment was listed as other than nine months, the salary was equated to nine months. There were slightly more than 6,000 appointments reported. The composition of the responding sample is shown by Tables 1-3.

Since salaries to some extent reflect the affluence of an institution, it may assist the administrator to interpret the data reported here if the affluence data available for most of the responding sample are provided. This measure is based on the institution's annual expenditure per student. (Data were provided by the Council's Office of Research.)

TABLE 1

Types of Institutions in the Sample

	Public	Private	Total
University	58	32	90
4-Year College	22	97	119
2-Year College	10	5	15
TOTAL	90	134	224

TABLE 2

Sizes of Institutions in the Sample

Under 500	11
500-999	35
1000-2499	59
2500-9999	60
10000-19999	39
Over 20000	20
	224

TABLE 3

Locations of Institutions in the Sample
(by NCA Region)

Middle States	50
New England	28
North Central	76
Northwest	9
Southern	41
Western	20
	224

TABLE 4

Affluence of Institutions in the Sample

$/student/year	
Under $750	16
$750-999	18
$1000-1249	18
$1250-1499	25
$1500-1749	22
$1750-1999	33
$2000-2249	25
$2250-2499	13
Over $2500	33
(Not known)	21
	224

Caveat. This report is intended for the administrator and not for the research specialist. The data presented are already sufficiently numerous in the form given. Additional analysis by geographical region, affluence, level, and their combinations is certainly possible, as would be systematic comparison with AAUP reports and standards. However, all that is intended at this time is a rough and useful guide to current practice as reflected by salaries offered and accepted for the academic year 1967-68. Additional analysis may be forthcoming.

The Tables. For each of the three professorial ranks, salary data are given at the 10th and 90th percentiles and at the median. (For those whose memories of statistics are blurred, the median is the middle salary and not the mean. About ten percent of salaries lie at or below the 10th percentile, and about ten percent at or above the 90th percentile.)

The Average and Minimum compensation scales for 1967-68, as provided by the American Association of University Professors, for each grade of institution, is reproduced in Tables 5 and 6. It should be stressed that "compensation" in the AAUP reports, means "salary plus countable benefits." The word "average" in the AAUP reports indicates mean and not median. Extremely high or low salaries have a much more distorting effect on means than on medians; hence, even though comparisons with AAUP data become difficult, medians are used in the present analysis.

TABLE 5

Average Compensation Scale, 1967-68

	AA	A	B	C	D	E	F
Professor	$25,750	$20,560	$16,310	$13,160	$10,610	$ 8,750	$ 7,720
Associate Professor	15,140	13,140	11,530	10,040	8,700	7,630	6,900
Assistant Professor	11,610	10,290	9,180	8,210	7,420	6,760	6,250
Instructor	8,710	7,930	7,300	6,760	6,320	5,950	5,660

TABLE 6

Minimum Compensation Scale, 1967-68

	AA	A	B	C	D	E	F
Professor	$17,700	$14,890	$12,400	$10,420	$ 8,800	$ 7,540	$ 6,700
Associate Professor	12,870	11,170	9,690	8,410	7,370	6,520	5,890
Assistant Professor	9,610	8,520	7,590	6,790	6,120	5,590	5,170
Instructor	7,250	6,600	6,100	5,650	5,280	4,950	4,770

Notes on the Symbols used in Table 7.

(1) Salaries are listed to the nearest $100. Thus "14.6" means $14,600. This convention saves ink and makes for easier reading.

(2) If the salary is listed in (), the number of appointments reported

was less than ten, and the salaries quoted are, from left to right, the lowest, the middle, and the highest. If N (the number of appointments reported) is not an odd number, the "middle" value is estimated from the two tied values.

(3) If a "+" follows the salary, the "true" percentile interval begins slightly above the salary listed, but there was no reported appointment at the "true" value.

(4) Similarly, if a "-" follows the salary, the percentile interval begins slightly below the salary listed.

(5) If no "+" (or "-") appears, the salary is to be interpreted as "equal to or greater (or less) than" the listed salary.

Interpretation. See page 1 of Table 7. Line 1 (Aerospace Engineering) shows that for five full professors, the lowest reported salary was $9,000, the highest was $20,300, and the middle salary was $18,500. Line 2 (Agriculture) shows that of 49 newly appointed assistant professors, about 10% were paid less than $7,700; about 50% were paid $9,200 or less; about 50% were paid more than $9,200; and about 10% were paid $11,000 or more. All terms are for nine months.

In a few fields, so few appointments were reported that no data are presented. Data from a field are listed only when there were at least ten appointments at any one of the three professorial ranks. Some of the omitted fields are discussed in an appendix to this report.

TABLE 7

	Professor				Associate Professor				Assistant Professor			
	10%ile	Median	90%ile	N	10%ile	Median	90%ile	N	10%ile	Median	90%ile	N
Aerospace Engineering	(9.0)	(18.5)	(20.3)	5	(11.5)	(12.8)	(19.6)	6	9.0	10.8	13.0	15
Agriculture	11.3+	13.8+	19.5-	16	9.0-	11.5	14.0-	33	7.7-	9.2+	11.0	49
Anatomy	(7.8)	(14.6)	(18.8)	5	(10.8)	(11.5)	(12.0)	4	8.5-	9.4+	10.5+	10
Anthropology	11.8-	15.6	26.0+	14	10.6-	12.5+	14.5+	14	8.4	9.4	10.9	47
Architecture	(13.5)	(15.8)	(27.0)	6	10.0	12.0+	14.0+	15	7.6	9.0+	10.8	48
Astronomy	(14.3)	(14.9)	(16.0)	3	(9.8)	(12.0)	(13.5)	3	7.6	9.1	11.0+	12
Biochemistry	(13.7)	(14.8)	(22.5)	8	(10.8)	(12.8)	(15.0)	9	7.9	9.8-	11.0	24
Biology	10.0	15.5	20.8-	39	9.4-	12.0-	14.0	35	7.5+	9.0+	10.6	105
Botany	(12.5)	(14.9)	(20.5)	7	(7.5)	(11.3)	(14.0)	7	8.0-	9.1	11.0-	21
Business Administration	9.0	16.0	20.6-	64	10.6-	12.7+	15.0+	68	8.6-	10.5-	12.5	142
Chemical Engineering	(14.0)	(19.0)	(27.5)	8	11.0-	12.8	14.4+	11	9.1-	10.4+	12.0	41
Chemistry	9.4	16.0	24.8	35	9.3-	12.5+	14.5+	32	8.1	9.3+	10.7	150
Civil Engineering	12.0-	16.0+	19.6+	14	10.9+	12.2-	14.2-	18	9.0	10.2-	12.1	57
Classical Languages	(9.0)	(16.5)	(22.5)	9	(5.0)	(12.0)	(13.5)	9	7.5+	9.0-	10.1-	30
Communications	(12.9)	(17.1)	(20.0)	5	(11.5)	---	(14.5)	2	8.1	9.5	11.5	15
Computer/Information Sciences	8.3	13.7	19.6	10	11.3-	13.9	15.0+	15	9.4-	10.7	12.7-	20
Dentistry	7.6+	14.7	18.0+	11	11.2-	12.0+	15.0+	12	7.2	11.4	13.0+	25

TABLE 7 (Contd.)

	Professor				Associate Professor				Assistant Professor			
	10%ile	Median	90%ile	N	10%ile	Median	90%ile	N	10%ile	Median	90%ile	N
Dramatic Arts	6.0-	9.5+	16.0+	12	(11.1)	(12.0)	(13.5)	7	8.0+	9.0+	11.0+	31
Earth Sciences (& Geology)	10.8-	17.0+	21.8+	23	10.5-	12.6+	14.9+	20	8.2	9.5+	10.6	63
Economics	12.0-	17.0	22.5+	32	10.9	13.0+	15.5	44	8.4-	10.1-	11.9	118
Education	10.5+	13.6	18.8	59	9.9	11.8	14.0+	106	8.1-	9.5+	11.2	163
Electrical Engineering	14.5	17.8+	23.0	26	9.4+	12.1+	15.5	34	9.4	11.0-	12.8	84
Engineering (Misc.)	12.8+	18.0	20.4	16	10.0	12.1-	15.0	25	8.5	9.7+	11.2-	42
English	7.0-	14.5+	20.3+	66	8.8-	11.1-	13.5-	42	7.4	8.9	10.5-	183
Entomology	(10.5)	(14.4)	(17.0)	4	(9.0)	(11.1)	(11.5)	6	8.0	8.6+	10.0-	10
Fine Arts	7.2	13.5	18.0	25	10.0	11.3	14.5	25	7.3-	8.9+	10.4-	70
Forestry	(9.4)	(12.6)	(15.5)	4	(9.8)	(11.7)	(15.0)	8	8.5+	9.4	12.0-	18
French	8.3-	15.1+	20.0+	12	10.5-	11.5	12.8-	13	7.6-	9.1-	10.5+	52
Geography	13.5-	14.7	18.6+	10	9.4-	11.5-	14.0+	14	8.0-	9.0+	10.8+	23
German	11.3+	16.4+	21.8	16	9.9	12.0	13.6	15	7.9	9.0-	10.5	58
History	10.8	15.8+	22.5-	44	9.8+	11.5+	14.4-	49	7.8	9.0+	10.8	140
Home Economics	6.1+	10.0+	14.2+	14	9.4-	11.5	13.5-	21	6.6+	8.5+	10.7	39
Industrial Engineering	(14.0)	(17.1)	(22.5)	7	(6.0)	(13.2)	(14.0)	4	8.5-	10.5-	12.6-	28
Journalism	(5.3)	(14.6+)	(18.1)	7	(8.3)	(11.0+)	(14.5)	6	8.3-	9.3+	12.0	21

TABLE 7 (Contd.)

	Professor				Associate Professor				Assistant Professor			
	10%ile	Median	90%ile	N	10%ile	Median	90%ile	N	10%ile	Median	90%ile	N
Languages (Misc.)	(6.5)	(16.0)	(25.0)	9	(10.5)	(12.1)	(14.0)	9	8.2	9.3-	10.3	44
Law	13.0	17.3	24.6	25	11.0	13.8+	20.0-	27	9.0	11.0+	13.5-	48
Library Sciences	(6.0)	(11.3)	(14.0)	5	(9.0)	(11.0)	(14.0)	7	6.9+	9.0+	11.1+	17
Linguistics	(14.2)	---	(18.0)	2	(12.0)	---	(12.9)	2	9.0-	9.5-	10.8-	17
Mathematics	9.5	18.0-	23.5	65	10.6+	12.7+	15.3+	70	8.0-	9.9	11.5	184
Mechanical Engineering	12.6+	16.5-	21.0-	29	9.8	12.3	14.8-	29	9.0	10.4+	12.0+	71
Microbiology	(13.6)	---	(14.3)	2	(10.0)	(12.7)	(14.4)	4	8.5-	10.4+	11.5+	22
Music	8.5-	13.0+	16.0+	26	10.0	11.5-	12.9+	30	7.5	8.9+	10.6	95
Nuclear/Atomic Engineering	(10.9)	(17.0)	(22.5)	7	(11.5)	(12.0)	(15.0)	3	8.8-	11.7	12.1+	13
Nursing	7.6-	9.3+	20.0-	12	8.2-	10.5-	11.7+	17	6.9	8.3	9.9	58
Oriental Languages	(12.8)	---	(14.0)	2	---	(10.5)	---	1	8.1-	9.1	9.9+	12
Pharmacy	(11.3)	(19.3)	(26.0)	4	10.7	11.9-	12.7+	10	9.0+	10.0	12.0-	23
Philosophy	10.8	15.3+	24.0+	24	9.5	12.0+	14.0+	34	7.7-	9.0+	10.5	82
Physical Education --Men	7.1-	10.5+	14.2+	12	10.1-	11.7+	13.4+	14	8.0	9.0+	10.8+	52
Physical Education --Women	(5.2)	(7.2)	(16.0)	9	(9.0)	(10.0)	(13.0)	6	6.7-	8.4+	10.5	39
Physics	11.8-	17.6	25.0-	33	10.5+	12.0+	14.5	52	8.3+	9.9	12.0-	118
Political Science	14.3-	10.2+	21.0+	22	9.8+	13.0+	14.5+	27	7.9	9.3	10.9	119

TABLE 7 (Contd.)

	Professor				Associate Professor				Assistant Professor			
	10%ile	Median	90%ile	N	10%ile	Median	90%ile	N	10%ile	Median	90%ile	N
Psychology	8.7	15.0+	19.1-	59	11.0	12.6-	15.0-	44	8.0+	9.5	11.1	147
Russian & Slavic	(13.5)	(15.5)	(18.0)	5	(10.8)	(12.4)	(15.0)	4	8.8	9.5+	11.8	26
Social Work & Welfare	12.2	15.8	20.0-	11	10.8	12.0	13.3-	19	7.9	10.5-	11.8-	38
Sociology	11.5-	15.5+	21.0+	31	10.0	12.2+	15.7	38	7.8+	9.6-	11.3	104
Spanish	13.6-	17.0	22.0-	13	11.3-	12.3-	13.5+	11	7.3	8.8-	10.3-	44
Speech (General)	(7.0)	(15.8)	(21.0)	8	10.1-	12.3	13.6+	23	7.5	9.0-	11.0	55
Speech Pathology	(12.0)	(14.8)	(15.4)	4	(10.4)	(14.0)	(15.5)	7	8.7	9.4	10.9+	10
Statistics	(8.5)	(15.0-)	(22.5)	6	9.8	12.7	14.2	10	8.5+	10.0+	12.0+	25
Theology	(7.2)	(13.5+)	(19.0)	7	(6.5)	(9.3)	(13.0)	6	6.0	8.9	10.0+	25
Veterinary Medicine	(13.1)	(15.4)	(20.3)	3	(11.0)	(12.2)	(13.8)	8	8.2-	10.0	11.5+	20
Zoology	(7.2)	(15.6)	(20.5)	8	10.5	11.9	14.2+	10	8.5	9.5+	11.0+	34

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SURVEY OF SALARIES OF NEW FACULTY: DIRECTIONS

Note: The subject of this study is the range and distribution of first-year salaries of *new* teaching personnel by rank and by academic field. Note that *medicine* and *industrial arts* are not included. To insure confidentiality of data, each return bears a code number. Return of the completed report by October 1 will make it possible to send you a summary report by January. An extra copy is included for your files.

1. Under the appropriate rank and subject headings, please enter the annual salary finally agreed upon for full-time faculty members *whose first year of appointment is 1967-68.*
2. Indicate in the column headed "term" the number of months covered by the salary (9, 10, etc.). If all terms are the same, please indicate this at the top of page 2 and do not repeat thereafter.
3. To save time and trouble, indicate salary without $ sign and to the nearest $100. The notation "11.6" is sufficient for "$11,600", for example; "$9,000" can be abbreviated to "9.0" or "9—".
4. If appointments were made in fields not listed, use the blank rows headed OTHER. These blanks may also be used if you wish to specify a subdivision (e.g., under CLASSICS, you might want to specify GREEK).
5. Under "Professor," include such established special ranks as "University Professor" or "Distinguished Professor".
6. DO NOT INCLUDE part-time appointments, graduate assistants, "visiting" or "acting" ranks, instructors, or lecturers. *Exception:* If professorial ranks are not used in your institution, please cross out the column headings and indicate the ranks you use.
7. If no new faculty have been hired by your institution for 1967-68, please mark the form NONE and return it anyway.
8. In no case should more than two salaries be given for any rank. If more than two appointments were made in any field at any rank, indicate the *lowest* and *highest* salary finally accepted. *One* appointment may be indicated in either column. *No* appointment is indicated by leaving blanks and/or by crossing out row headings.

EXAMPLE:

	Professor			Associate Professor			Assistant Professor		
	High	Low	Term	High	Low	Term	High	Low	Term
Architecture									
Communications		9.6	9	9 months					
Dramatic Arts							9.0	7.6	9
English				9.6		12			

No appointments

One appointment ($9,600)

Two or more appointments

NEW FACULTY SALARY SURVEY

All terms are_____months.*

	Professor			Associate Professor			Assistant Professor		
ARTS AND HUMANITIES	High	Low	Term	High	Low	Term	High	Low	Term
101 Architecture									
102 Communications									
103 Dramatic Arts									
104 English									
105 Fine Arts									
106 Journalism									
107 Music									
108 Philosophy									
109 Speech (General)									
110 Speech Pathology									
111 Theology									
112 Other (Specify)									
BIOLOGICAL & LIFE SCIENCES									
201 Agriculture									
202 Anatomy									
203 Bacteriology									
204 Biochemistry									
205 Biology									
206 Biophysics									
207 Botany									
208 Entomology									
209 Forestry									
210 Microbiology									
211 Physiology									
212 Zoology									
213 Other (Specify)									
ENGINEERING									
301 Aeronautical									
302 Aerospace/Astronautical									
303 Chemical									
304 Civil									
305 Electrical									
306 Electronic									
307 Industrial									
308 Mechanical									

* See Instruction 2

NEW FACULTY SALARY SURVEY

ENGINEERING—Cont.	Professor			Associate Professor			Assistant Professor		
	High	Low	Term	High	Low	Term	High	Low	Term
309 Nuclear/Atomic									
310 Other (Specify)									
LANGUAGES									
401 Classical									
402 French									
403 German									
404 Italian									
405 Linguistics									
406 Oriental									
407 Russian/Slavic									
408 Spanish									
409 Other (Specify)									
MULTI-DISCIPLINARY									
501 African Studies									
502 Asiatic Studies									
503 Computer/Information Sciences									
504 Environmental Design									
505 Mathematical Biology									
506 Space Technology									
507 Urban Studies									
508 Other (Specify)									
PHYSICAL SCIENCES									
601 Astronomy									
602 Chemistry									
603 Earth Sciences									
604 Electronics									
605 Geography									
606 Mathematics									
607 Physics									
608 Statistics									
609 Other (Specify)									
PROFESSIONAL									
701 Business Administration									
702 Education									
703 Home Economics									

NEW FACULTY SALARY SURVEY

PROFESSIONAL—Cont.	Professor			Associate Professor			Assistant Professor		
	High	Low	Term	High	Low	Term	High	Low	Term
004 Law									
005 Library Science									
006 Public Administration									
007 Other (Specify)									
SOCIAL AND BEHAVIORAL									
001 Anthropology									
002 Archaeology									
003 Economics									
004 History									
005 Political Science									
006 Psychology									
007 Social Work/Welfare									
008 Sociology									
009 Other (Specify)									
UNDERGRADUATE MEDICAL AND HEALTH									
001 Dentistry									
002 Nursing									
003 Paramedical Technology									
004 Pharmacy									
005 Public Health									
006 Therapy: Physical									
007 Therapy: Occupational									
008 Veterinary									
009 Other (Specify)									
PHYSICAL EDUCATION									
001 Men's / 002 Women's *Omit Coaching Only*									
003 Personal hygiene									
OTHER FIELDS (Specify)									

APPENDIX 2

The material in this section is supplementary to the main report preceding and is intended to satisfy those who might be curious about certain aspects of the mobility of faculty. (For example, see David G. Brown, THE MOBILE PROFESSORS, ACE, 1967.)

1. Differences in mobility among fields were striking. The questionnaire used in this survey listed 80 specific academic fields. The responses may have been a function of the terms used in the questionnaire, but it is still noteworthy that in three fields there were no new appointments reported (Personal Hygiene, Mathematical Biology, and Space Technology). The other fields which reported fewer than ten appointments at any one of the three professorial ranks are listed in decreasing order of the total number of appointments reported.

21	Public Administration	4	Occupational Therapy
20	Physiology	3	Archaeology
17	Urban Studies	3	Asiatic Studies
14	Public Health	3	Electronic Engineering
11	Bacteriology	3	Electronics
11	Biophysics	3	Physical Therapy
11	Italian	2	African Studies
9	Aeronautical Engineering	1	Paramedical Technology
5	Environmental Design		

Departments reporting more than 100 appointments (total of three professorial ranks) are listed below in descending order of the number of reported appointments.

Departmental Fields in Which
100 or More Appointments Were Reported

Education	(328)	Sociology	(173)
Mathematics	(319)	Political Science	(168)
English	(291)	Music	(151)
Business Administration	(274)	Electrical Engineering	(144)
Psychology	(250)	Philosophy	(140)
History	(233)	Mechanical Engineering	(129)
Chemistry	(217)	Fine Arts	(120)
Physics	(203)	Earth Sciences	(106)
Economics	(194)	Law	(100)
Biology	(179)		

2. Differences among categories were, in general, not explored. The small numbers of appointments reported in some fields would have reduced the number in any particular category to a meaninglessly small quantity. For example, if the data had been divided into "public vs. private" and "4-year vs. university," the total numbers for given ranks would in many cases almost vanish. However, in those few fields where a large number of appointments were reported, comparisons were made between public and private institutions. For whatever insight these may provide for the interpretation of the general tables presented in the main body of this report, the comparative results are listed here. Note that the 15 2-year colleges (providing only 123 out of 3,447 reports) were removed from the data for this analysis; hence these figures represent combined reports from 4-year colleges and from universities. Data are shown only for fields in which there were reports of 35 or more newly appointed full professors.

	Public				Private			
	10%ile	Median	90%ile	N	10%ile	Median	90%ile	N
BIOLOGY								
Professor	12.2-	16.6-	19.5+	21	11.0-	15.0	21.1+	14
Associate	10.1-	12.3	14.0+	20	9.4-	11.5-	13.5	15
Assistant	7.5+	9.2	10.6	49	8.0+	9.0-	10.1+	52
BUSINESS ADMINISTRATION								
Professor	13.0+	16.2+	20.3	42	12.0	15.8	20.9	15
Associate	10.8	13.0-	15.0+	45	10.1-	12.5+	15.0+	23
Assistant	8.8+	10.6	12.5-	97	8.5	9.9+	12.5+	40
EDUCATION								
Professor	11.4	13.6+	18.8-	44	10.9+	13.9+	21.0+	12
Associate	10.5	12.9-	14.2	75	9.0-	11.0	13.2+	31
Assistant	8.3-	9.7	11.2+	112	7.9+	9.0+	11.1	51
ENGLISH								
Professor	12.5-	14.8	20.3-	32	6.6	14.5	20.0+	25
Associate	9.4+	11.1+	13.5-	28	9.0-	11.6-	14.0+	12
Assistant	7.6	9.0+	11.0-	104	7.5-	8.6-	9.9	73
HISTORY								
Professor	11.9+	15.8	22.5+	27	8.2	16.0+	22.0+	15
Associate	9.9-	12.0-	14.0+	35	9.0-	10.9	14.5+	14
Assistant	8.0-	9.1+	11.0+	90	7.6+	8.9+	10.5+	48

	Public				Private			
	10%ile	Median	90%ile	N	10%ile	Median	90%ile	N
BIOLOGY								
Professor	12.2-	16.6-	19.5+	21	11.0-	15.0	21.1+	14
Associate	10.1-	12.3	14.0+	20	9.4-	11.5-	13.5	15
Assistant	7.5+	9.2	10.6	49	8.0+	9.0-	10.1+	52
BUSINESS ADMINISTRATION								
Professor	13.0+	16.2+	20.3	42	12.0	15.8	20.9	15
Associate	10.8	13.0-	15.0+	45	10.1-	12.5+	15.0+	23
Assistant	8.8+	10.6	12.5-	97	8.5	9.9+	12.5+	40
EDUCATION								
Professor	11.4	13.6+	18.8-	44	10.9+	13.9+	21.0+	12
Associate	10.5	12.9-	14.2	75	9.0-	11.0	13.2+	31
Assistant	8.3-	9.7	11.2+	112	7.9+	9.0+	11.1	51
ENGLISH								
Professor	12.5-	14.8	20.3-	32	6.6	14.5	20.0+	25
Associate	9.4+	11.1+	13.5-	28	9.0-	11.6-	14.0+	12
Assistant	7.6	9.0+	11.0-	104	7.5-	8.6-	9.9	73
HISTORY								
Professor	11.9+	15.8	22.5+	27	8.2	16.0+	22.0+	15
Associate	9.9-	12.0-	14.0+	35	9.0-	10.9	14.5+	14
Assistant	8.0-	9.1+	11.0+	90	7.6+	8.9+	10.5+	48

	Public				Private			
	10%ile	Median	90%ile	N	10%ile	Median	90%ile	N
MATHEMATICS								
Professor	14.9	18.8	23.0+	41	9.0-	18.0-	25.0+	21
Associate	10.8	13.0+	15.5	51	10.1+	12.0+	14.4+	19
Assistant	8.6+	10.0+	11.7	112	7.5	9.5-	11.0	68
PSYCHOLOGY								
Professor	12.5	15.2-	18.8	34	9.4+	14.6+	24.5+	20
Associate	11.5+	12.9+	14.5+	28	10.5+	11.9+	14.5+	16
Assistant	8.2	9.7	11.3	82	8.0	9.3+	11.0	62

3. The following list, showing departments in the order in which they appeared on the original survey questionnaire, gives the number of appointments reported by public and private institutions (universities and 4-year colleges only).

	Professor			Associate			Assistant		
	Publ	Priv	Total	Publ	Priv	Total	Publ	Priv	Total
ARTS AND HUMANITIES									
Architecture	5	1	6	11	4	15	37	11	48
Communications	2	3	5	1	1	2	10	5	15
Dramatic Arts	2	8	10	4	3	7	19	10	29
English	32	25	57	28	12	40	104	73	177
Fine Arts	14	7	21	17	8	25	50	18	68
Journalism	6	1	7	6	0	6	18	2	20
Music	14	9	23	19	11	30	64	29	93
Philosophy	16	7	23	24	10	34	47	34	81
Speech (General)	7	1	8	18	5	23	40	12	52
Speech Pathology	3	1	4	6	1	7	9	1	10
Theology	2	4	6	2	4	6	6	19	25
TOTAL	103	67	170	136	59	195	404	214	618
BIOLOGICAL & LIFE SCIENCES									
Agriculture	14	2	16	31	2	33	45	3	48
Anatomy	2	2	4	3	1	4	5	4	9
Biochemistry	7	1	8	7	2	9	16	8	24

	Professor			Associate			Assistant		
	Publ	Priv	Total	Publ	Priv	Total	Publ	Priv	Total
BIOLOGICAL & LIFE SCIENCES (Contd.)									
Biology	21	14	35	20	15	35	49	52	101
Botany	7	0	7	6	1	7	18	3	21
Entomology	4	0	4	6	0	6	9	1	10
Forestry	3	1	4	7	1	8	18	0	18
Microbiology	2	0	2	3	1	4	12	10	22
Zoology	7	0	7	10	0	10	30	4	34
TOTAL	67	20	87	93	23	116	202	85	287
ENGINEERING									
Aerospace/Astronautical	4	0	4	6	0	6	14	1	15
Chemical	7	1	8	9	2	11	31	10	41
Civil	8	5	13	15	3	18	44	11	55
Electrical	21	5	26	26	8	34	65	19	84
Industrial	5	2	7	2	1	3	19	9	28
Mechanical	21	8	29	21	6	27	47	22	69
Nuclear/Atomic	6	1	7	3	0	3	12	1	13
Other	11	5	26	19	5	24	31	10	41
TOTAL	83	27	120	101	25	126	263	83	346
LANGUAGES									
Classical	3	6	9	3	6	9	18	12	30
French	8	4	12	10	3	13	24	27	51
German	13	3	16	10	5	15	30	28	58
Linguistics	1	1	2	2	0	2	13	4	17
Oriental	1	1	2	1	0	1	7	5	12
Russian/Slavic	1	4	5	2	2	4	18	8	26
Spanish	11	2	13	6	5	11	27	16	43
Other	8	1	9	8	1	9	35	9	44
TOTAL	46	22	68	42	22	64	172	109	281
MULTI-DISCIPLINARY									
Computer/Information Sciences	6	3	9	11	4	15	14	6	20
Urban Studies	2	1	3	4	1	5	6	3	9
TOTAL	8	4	12	15	5	20	20	9	29
PHYSICAL SCIENCES									
Astronomy	3	0	3	2	1	3	5	7	12
Chemistry	21	10	31	24	8	32	88	60	148

	Professor			Associate			Assistant		
	Publ	Priv	Total	Publ	Priv	Total	Publ	Priv	Total
PHYSICAL SCIENCES (Contd.)									
Earth Sciences	20	1	21	19	1	20	47	16	63
Geography	9	1	10	12	2	14	14	9	23
Mathematics	41	21	62	51	19	70	112	68	180
Physics	25	7	32	37	15	52	64	53	117
Statistics	4	2	6	9	1	10	19	6	25
TOTAL	123	42	165	154	47	201	349	219	568
PROFESSIONAL									
Business Administration	42	15	57	45	23	68	97	40	137
Education	44	12	56	75	31	106	112	51	163
Home Economics	9	2	11	21	0	21	31	7	38
Law	20	5	25	17	10	27	37	11	48
Library Science	3	0	3	6	1	7	15	2	17
TOTAL	118	34	152	164	65	229	292	111	403
SOCIAL AND BEHAVIORAL									
Anthropology	9	5	14	11	3	14	33	14	47
Economics	20	12	32	28	16	44	67	50	117
History	27	15	42	35	14	49	90	48	138
Political Science	16	6	22	19	8	27	72	46	118
Psychology	34	20	54	28	16	44	82	62	144
Social Work/Welfare	7	4	11	14	5	19	24	14	38
Sociology	19	11	30	26	12	38	58	45	103
TOTAL	132	73	205	161	74	235	426	279	705
UNDERGRADUATE MEDICAL & HEALTH									
Dentistry	5	4	9	8	4	12	11	14	25
Nursing	0	7	7	12	5	17	33	21	54
Pharmacy	4	0	4	9	1	10	20	3	23
Veterinary	3	0	3	6	2	8	17	3	20
TOTAL	12	11	23	35	12	47	81	41	122
PHYSICAL EDUCATION									
Men's	7	1	8	13	1	14	43	7	50
Women's	4	2	6	5	1	6	25	11	36
TOTAL	11	3	14	18	2	20	68	18	86

4. Observations on the "big ten" departments. In section 1 of this appendix, departments reporting large numbers of appointments were listed. All of the "top ten" departments reported more than 175 appointments or 35 or more newly appointed full professors--or both. These ten departments (out of 80) accounted for 2,488 (about 40%) of the 6,132 appointments reported by the 224 institutions. In some of these fields, the more complete frequency distribution from which the medians and percentiles were extracted yield information which may be of interest.

With exception of mathematics, there was a noticeable tendency for the highest median salaries to be paid in fields in which the smallest number of new full professors were appointed. (Compare physics and economics with education and English.)

Education. In the case of the 15 institutions making two or more appointments of a full professor, more than half reported differences between "highest and lowest" which exceeded $2,800. (Compare these differences with those in mathematics and physics, below.) Salaries for new full professors ranged from $6,500 to a high of $23,000. Though their maximum was $14,500, a bottom of $6,500 was also reported for assistant professors of education!

Mathematics. This was a very "busy" field, with the second largest number of new appointments and the largest number of new full professors. The range from low to high is especially notable. Of the 12 institutions reporting two or more appointments, 11 reported a "highest" salary of $20,000 or more for a full professor. Of these same 12, half reported "highest" and "lowest" salaries differing by more than $6,500. Salaries at the 41 institutions reporting only a single appointment of a full professor ranged from $5,700 to $40,000 for nine months; of these, seven fell below $9,600, and the next higher salaries began at $12,600--a considerable gap.

Physics. For full professors, salaries ranged from $6,500 to $31,500. Of the seven institutions which made two or more appointments, four made "highest" and "lowest" offers which differed by $7,700 or more; at one of these four institutions, the highest salary exceeded the lowest salary for a full professor by $18,900.

English. In most of the more "active" fields, more assistant professors than associate professors were appointed, and more associate professors than full professors. The notable exceptions are biology, chemistry, and psychology. In English, there were reports of new appointments of 66 full professors and 42 associates. Salaries for full professors ranged from $4,500 to $25,500; for associate professors, from $5,400 to $15,000; and, for assistant professors, from $5,300 to $12,100. Among those 15 institutions reporting the appointment of two or more full professors, one reported a difference between the highest and lowest salary of $10,500, although half of these differences were $1,800 or less.

Business Administration. Although the median for full professors in this field was higher than in many such others as biology, education, English, or history, its top range was lower than many. The highest salary reported was $21,800, only $700 more than the highest salary paid a new associate professor.

The lowest salary paid a full professor was $5,500, while the lowest paid an associate professor was $9,300. Such discrepancies suggest that perhaps rank is sometimes inflated to brighten the lustre of a lower salary. The median salary for newly appointed assistant professors in this field is higher than that in almost all fields except dentistry, computer sciences, law, social welfare, and one or two branches of engineering.

Psychology. As in a very few other cases, more appointments of full professors (59) were reported than of associates (44). The range of salaries for full professor was $6,500 to $26,000, while that for associate professors was $6,200 to $16,300. One out of three new full professors were paid more than the highest salary paid to any new associate professor. The lowest assistant professorship went at $6,800, but two out of three full professors were paid salaries higher than the maximum ($14,000) paid to any new assistant professor.

History. Eight out of 44 newly appointed professors received $20,000 or more, while another eight received $13,000 or less. At one of the 11 institutions making two or more appointments the difference between the highest and lowest salary paid for a full professor was $9,600; more than half differed by $3,000 or more. More than half of the 44 newly appointed full professors were paid more than the highest salary paid to any of the 49 new associate professors. Only seven out of the 44 full professors received a salary as low as the highest salary paid to any of the 140 newly appointed assistant professors. However, no new assistant professor was paid as little as the lowest paid ($5,700) full professor, and four full professors received less than the median ($9,000) for assistant professors.

Chemistry. Only four institutions reported making two or more appointments at the highest rank; in one of these, the highest paid full professor received $12,300 more than the lowest paid. The range for full professors was $6,100 to $28,000. Half of the 35 new full professors were paid more than the maximum ($16,000) paid to any one of the 32 new associates, and three out of four full professors received more than the maximum ($13,500) paid to any of 150 newly appointed assistant professors. The bottom of the range for full professors ($6,100) should be compared to the similar figure for associate ($6,800) and assistant ($4,500).

Economics. Seven out of 32 new full professors were paid $21,000 or more, and the top was $30,000; the low of $9,600 was higher than the low for this rank in many other departments. However, $10,000 was the lowest salary reported for an associate professor. One assistant professor received the median ($17,000) for full professors, but the salaries of the rest of the 118 new assistants were exceeded by those of 26 out of 32 full professors.

Biology. The range of salaries for full professors ($6,900 to $25,000) was narrower than that for most sciences. One institution reporting two or more appointments paid one new professor $19,500 and another one $10,000. Half of the 39 newly appointed professors were paid more than the maximum ($15,000) paid to any new associate professor, and three out of four professors were paid more than the maximum ($12,000) paid to any of the 105 new assistant professors. Three full professors were paid less than the median ($9,000) for assistant professors.

5. In all departments in which there were large numbers of new appointments, there was an evident and understandable fondness for round numbers. Salaries tend to bunch up around multiples of five and ten--$9,000, $9,500, $10,000, and so on.

Looking at all departments combined the following observations may be made.

- The lowest salary paid to an assistant professor, $4,500, was also paid to the four lowest paid full professors, and the lowest associate professor was paid $5,000.

- Out of the 1,061 newly appointed full professors, 37 received $20,000, and another 147 were paid more than $20,000; of these, eight were paid $30,000 or more. Thus 17 percent of these new salaries were $20,000 or more.

- Out of the 1,326 newly appointed associate professors, only four were paid $20,000 or more, all by institutions making two or more appointments. The top was $21,100.

- Out of the 3,590 newly appointed assistant professors, only five were paid $15,000 or more. The top was $18,800.

- The modal (most frequent) salary for full professors was $15,000 (58 appointments), and the next two runners-up were $18,000 (54 appointments) and $16,000 (50).

- The modal salary for associate professors was $12,000 (121 appointments), followed at a distance by $13,500 (79 appointments).

- The modal salary for assistant professors was $9,000 (392 appointments), followed at a respectful distance by $10,000 and $9,500 (282 and 246 appointments, respectively).

- The differences between the highest and lowest salaries paid by institutions reporting two or more appointments at the same rank were, naturally, greater for full professors. The greatest difference was $18,900 (in physics); more than ten percent of these differences were $8,000 or more, and the average difference was $3,000. For associate professors, the maximum difference reported was $8,700, and the median difference was a little more than $1,400. The maximum such difference for assistant professors was $6,500, but about half were $1,000 or less.

6. Overlooking for the moment the differences among departments, users of this report may be interested in knowing how the total distribution of salaries differed as between public and private universities and 4-year colleges.

The distributions summarized in tables A, B, and C, below, are based on the total of reports of all departments, including those who made a very

small number of appointments; the 2-year college data were too scant to be included.

For each of the three ranks, the maximum and minimum salary reported is listed and then the salary at the median and at each of ten selected percentile points. (For example, from table A, it is apparent that about 80 percent of newly appointed full professors in public universities accepted salaries of $19,200 or less--and, conversely, that about 20 percent accepted salaries higher than $19,200. From the same table, it is evident that the highest and lowest salary paid a newly appointed full professor in a private 4-year college was $23,500 and $4,500, respectively.)

The distribution for all four categories combined is listed in the TOTAL column. The "Number" line shows the total number of appointments reported in the indicated category.

In Table C, the coincidence between the values in the "Private University" and "Total" columns is remarkable. In the case of newly appointed assistant professors, it appears that the private university, at least above the lowest ten percent, resembles the universe.

Comparisons among tables A, B, and C bring to light some striking (but not necessarily startling) differences and interactions between rank and type of institution. For full professors, the private university leads the way, with the public university and 4-year college and then the private 4-year college following in order. At the associate professor level, this lead holds with a few small exceptions, all below the median, but the gap between public and private 4-year colleges is not so wide. At the assistant professor level, there is little to choose among; the differences retain the general trend but are numerically very small at and below the 90th percentile.

The most interesting comparisions are between the private universities and 4-year colleges. Below the 70th percentile, more <u>associate</u> professors at private universities earn any given starting salaries than are full professors at private 4-year colleges. In fact, up to the 30th percentile, even <u>assistant</u> professors at private universities are similarly more fortunate, in terms of beginning salaries, than are professors at private 4-year colleges. But the most striking instance of this phenomenon is the fact that, even <u>within</u> private 4-year colleges, at least below the median, more associate professors are paid any given starting salary than are full professors--and so are assistant professors in the bottom 20 percent! With the latter exception, and presumably to no one's surprise, assistant professors at private 4-year colleges bring up the rear, while professors at private universities are by a long edge consistently far out in front of everybody.

It will not surprise students of this topic to learn that the data for new appointments show that the differences between the top and the bottom (at percentiles above the median, these differences are $9,000 or more) widen as one approaches the top. A full professor at the 90th percentile in a private university may enter at $30,000 or more. For an assistant professor entering a private 4-year college at the 90th percentile, the expected salary is $10,100. Even at the median, the comparable values are $17,000 and $8,600. At the most extreme of extremes, salaries at the <u>98th</u> percentile for assistant professors entering private 4-year colleges are barely $200 higher than are entering salaries for professors at private universities at the <u>2nd</u> percentile! One

may guess that these very large differences may be attributed, at least partly, to the effort to recruit top men to the top positions by straining for very high salaries (or for inflated rank) and keeping salaries at the lower ranks as low as the traffic will bear. Even so, those who were recruiting new assistant professors some years ago may feel that the new man at this level is much better off than he was then.

TABLE A

Salaries of Newly Appointed Faculty, 1967-68
(All Departments Combined) at Selected
Percentile Points

Full Professor

		PUBLIC		PRIVATE		TOTAL
		University	4-Year College	University	4-Year College	
	Maximum	32.0	31.5	40.0	23.5	40.0
P	98	25.0	25.2	30.0	22.0-	25.2
E	90	21.8	20.8+	23.0	18.0	21.8
R	80	19.2	17.5	20.5	15.0	19.1
C	70	18.0+	15.8+	19.0	13.7-	17.9+
E	60	17.0+	14.4	18.0-	12.2-	16.9
N	Median	16.2	13.9+	17.0-	11.3	15.8+
T	40	15.5	13.2+	16.0	10.1	14.9+
I	30	14.9	12.6-	15.0	8.8	14.1
L	20	14.1	11.7	14.4-	7.9	13.2
E	10	13.0	10.9	13.0+	6.1	11.3
S	2	10.7	8.2	11.3-	4.5	7.0
	Minimum	7.0	6.5	7.5	4.5	4.5
	NUMBER	653	89	199	120	1061

TABLE B

Salaries of Newly Appointed Faculty, 1967-68
(All Departments Combined) at Selected
Percentile Points

Associate Professor

		PUBLIC		PRIVATE		TOTAL
		University	4-Year College	University	4-Year College	
	Maximum	19.6	16.8	21.1	16.0	21.1
P	98	16.3	16.0	19.0	14.1	16.5
E	90	14.6	13.9	15.0+	13.1	14.6
R	80	13.9+	13.0	14.2	12.1+	13.8
C	70	13.2+	12.2-	13.7-	12.0-	13.1-
E	60	12.8	11.8-	13.0+	11.6-	12.6
N	Median	12.3	11.3	12.6-	11.0+	12.1-
T	40	12.0-	11.0-	12.0	10.5+	11.8-
I	30	11.5-	10.6+	11.3+	9.9+	11.3-
L	20	11.0	10.0	10.8	9.4-	10.7
E	10	10.2+	9.3+	10.3	8.6+	9.9+
S	2	8.9+	7.9-	9.0-	6.2	8.5
	Minimum	6.7	7.6	7.5	5.0	5.0
	NUMBER	858	110	232	126	1326

TABLE C

Salaries of Newly Appointed Faculty, 1967-68
(All Departments Combined) at Selected
Percentile Points

Assistant Professor

		PUBLIC		PRIVATE		TOTAL
		University	4-Year College	University	4-Year College	
Maximum		18.0	14.3	18.8	13.0	18.8
P	98	13.1	12.8	13.0	11.5	13.0
E	90	11.6	11.0	11.5	10.1	11.5
R	80	11.0-	10.0	10.7	9.6-	10.7
C	70	10.5	9.5-	10.1-	9.2	10.1
E	60	10.0+	9.1	9.9+	9.0-	9.9-
N	Median	9.8	8.9+	9.5	8.6+	9.5-
T	40	9.4+	8.6-	9.1	8.5-	9.1-
I	30	9.1-	8.2+	8.9+	8.1+	8.9+
L	20	8.9+	8.0+	8.5+	7.8+	8.5-
E	10	8.3-	7.4+	8.1	7.2	7.9+
S	2	7.1	7.1	7.4+	6.2	6.9
Minimum		4.5	6.6	6.3	5.3	4.5
NUMBER		2051	327	698	514	3590

STARTING SALARIES OF NEW FACULTY, 1967-68
(Comparison between private universities and 4-Year Colleges, by rank)